

## **EXHIBIT C**

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## CURRICULA VITAE

### Professional Experience

#### **Government Training Agency (GTA)/Regional Training Center (RTC) – 01/2011 to present**

**Executive Director:** Reports to the Board of the Government Training Agency (GTA) and has the responsibility of overseeing the day-to-day operations of the GTA. Works with the Board of Directors to craft strategic vision, aligns organizational resources with it; coordinates with the Board of Directors, for the development and implementation of such programs. Responsible for administrative procedures and processes to maintain fiscal accountability and control, equitable and fair personnel practices, and efficiency of operations. Develops revenue sources including business arrangements and funding proposals. Develops and maintains effective working relationships with members of the GTA Executive Committee and advisory personnel. Creates and manages the annual budget. Ensures compliance with all appropriate regulations. Represents the organization; serves as its public face as appropriate. Oversees marketing, media relations, public relations and issues concerning management activities. Performs all the management functions at the top organizational level. Ensures that training programs are designed in a way to meet organizational goals and objectives. Maintain various official as well as higher management and confidential documents and produce them wherever necessary in front of the Board of Directors. Identify and recruit instructors and consultants including evaluation of courses/services offered, evaluation of credentials and performance, negotiation of fees and charges, review of materials, media, instruments, and exercises, and screening of references, etc. Analyze and evaluate training needs of individual clients and regional client groups; development of survey instruments/techniques as necessary, and recommendation of training or consulting services to meet needs. Develop, recommend and implement promotion and marketing strategies for POST certified courses, open enrollment course, and contract services. Generate additional revenues by preparing responses to RFP's and making marketing calls and visits to current and prospective clients. Manage in-house employees and over 250 contractors in a variety of training functions. Conduct team-building and Organizational Consulting duties with numerous agencies throughout California, both LE and non-LE. Work with police executives to conduct team and organizational reviews prior to team building workshops and provide guidance and opinions on personnel and organizational issues. Work with cities to determine organizational needs and deficiencies and review training programs to determine deficiencies and if programs are effective and properly addressing needs of the organization. Administer and direct over 75 POST certified courses and STC courses to include the Title 15 course on Jail Operations and an advanced version of this course.

**Consultant – Provide Police Expert Witness services 2014 - present**

Review State and Federal Complaints and all related reports, video, etc., and provide expert witness reports and testimony on cases involving law enforcement. Review all types of law enforcement cases to include Use of Force, Officer Involved Shootings, Investigative processes and procedures and administrative concerns.

**Board Member – San Diego County Citizen’s Law Enforcement Review Board August 2019 – November 2021**

Board member of CLERB with duties to review complaints and render decisions on all types of citizen complaints and all death investigations conducted by CLERB investigators. CLERB has jurisdiction of the San Diego Sheriff’s Department and San Diego County Probation Department. Review all manner of complaints to include: custody (Jail Operations), patrol (Field Operations), Use of Force complaints and other complaints that come to the attention of the Board, and to render decisions and recommendations.

**Regional Training Center – 09/2006 to 12/2010**

**Director of Law Enforcement Training**

Oversee implementation of 30 law enforcement courses and 95 POST classes for State and local law enforcement personnel. Administer POST Instructor Development Institute (IDI), ICI and other POST programs including developing and administering annual budgets of \$2.5 million. Troubleshoot problems that may arise involving trainers, course content, logistics and budgets. Manage 9 course administrators and over 300 instructors for POST law enforcement training classes. Support the Executive Director and act as Director in her absence. Develop and maintain effective relationships with POST Executive Management and Program Managers, other POST Presenters and RTC staff. Backup Executive Director as needed to support City/County Manager’s Association activities.

**Regional Training Center – 11/1997 to 09/2006 (contract basis)**

- Course Administrator
  - Program Administrator for a 40-hour instructional course for California law enforcement; Identity Theft Investigations
- Program Coordinator
  - Program Coordinator and facilitator for the California Peace Officer Standards and Training (POST), Master Instructor Development Program (MIDP)
- Instructional and Curriculum Design
  - Design both instructor training and conducted curriculum design for POST programs

***Los Angeles County Sheriff's Department – Deputy Sheriff/Detective: (02/1984) To (02/2001)***

- Deputy Sheriff – custody, patrol, field training officer, acting supervisor.
  - Custody – Men's Central Jail, Floor deputy, module deputy, main control
  - Patrol operations, training officer
  - Detective – station level, crimes against persons, property crimes, missing children
  - Detective – station level, vehicle theft investigations
  - Detective assigned to Taskforce for Regional Autotheft Prevention (TRAP)
  - Detective supervisor, TRAP – established a team within the taskforce and supervised this team

**Education**

Point Loma Nazarene University  
San Diego, CA  
Degree: Organizational Leadership (MA)  
Year: 2016

University of Phoenix  
Phoenix AZ 85040-1908  
Degree: Business Management, Bachelor (BSBM)  
Year: 2001

Rio Hondo Community College  
Whittier, CA 90601-1699  
Major: Administration of Justice  
Year: 1987/1988  
Semester Units: 93

**Job-related Certificates and Publications**

- ❑ 2017 – Co-wrote article, "A Practitioner's Guide to the Documentation of the Use of Force – 2017," published in Illinois Enforcement Training and Standards Board, Executive Institute, Law Enforcement Executive Forum, Vol. 17, No 2. October 2017.
- ❑ 2017 – Wrote article, "Procedural Justice Framework as a Leadership Model," published in the quarterly newsletter for the International Association of Directors of Law Enforcement Standards and Training (IADLEST), April 2017.
- ❑ 2015 – Wrote article titled, "Is Law Enforcement Training Affective Enough," published in the International Chiefs of Police Association (IACP) online magazine, November 2015.
- ❑ 2015 – Co-authored article titled "Meeting Your Training Needs Simply and Effectively," published in the July 2015 issue of California Peace Officers' Association magazine.
- ❑ 2006 – Wrote article on mentoring for instructors for the California POST Master Instructor Development Program.

- ❑ 2003 – Designed and developed three courses for the California Department of Mental Health.
- ❑ 2001 – (Updated version 2004 and 2006) Wrote and published: Manual on “Mentoring Coordination for the Master Instructor Program.”
- ❑ 2000 – (Updated 2006) Published: Manual on “Mentoring Coordination for the ICI Mentor.”
- ❑ 1997 - Published author: Article on “Vehicle Theft by Fraud,” Published 1997 in the International Auto Theft Investigators Magazine with worldwide audience.
- ❑ California POST Master Instructor Development Program Certificate
- ❑ Train the Trainer (California State University at Long Beach) Certificate
- ❑ Supervision Training (California State University at Long Beach) Certificate
- ❑ California POST Advanced Officer Training Certificate
- ❑ California POST Intermediate Certificate
- ❑ California POST Basic Certificate (1984)

**Job-related honors, awards, and special accomplishments:**

2011 – State of California Commission on POST “Lifetime Achievement Award.”

2010 – Present: Member FBI-LEETA.

2009 – Commission on POST, ICI “Founders” Award.

2007 – Performance award for outstanding job performance at RTC.

1998 – 2005: Member of Association for Law Enforcement Trainers (ASLET).

1998 – Present: Member of the Association for Training and Development (ATD).

1993 – Awarded the silver medal for meritorious conduct by Sheriff Sherman Block, Los Angeles County Sheriff’s Department.

1989 – 2000 Numerous commendations for exceptional performance related to duties in law enforcement

**PROFESSIONAL  
CERTIFICATES**

California Commission on Peace Officer Standards and Training (POST)

Basic	1985
Intermediate	1990
Advanced	1993
Master Instructor	1997

### **PROFESSIONAL ACTIVITIES**

- Instructor – Regional Training Center
- Instructor / Presenter of law enforcement training to in-service officers or departments
- Committee Member – POST Instructor Standards Advisory Committee
- Specific area of expertise – investigations, police procedures & practices, supervision, training and Use of Force.
- Instructor/Presenter - Commission on Peace Officer Standards and Training, Institute of Criminal Investigation Instructor Workshops
- Curriculum Developer and Reviewer of curriculum writing
- Past Instructor – LASD Academy and In-service Instructor
- Operation of POST Instructor Symposium
- Training of trainers in police training procedures
- Consultant - Commission on Peace Officer Standards and Training, State of California
- Organizational Consulting (leadership, training, administration)

### **PUBLICATIONS**

Gray, Michael. Identity Theft, Published 1997, International Association for AutoTheft Investigators (IAATI)

Gray, Michael. Mentoring for Instructors 2001 – published in Training Manual for Commission on POST Master Instructor Development Program

Gray, Michael. Lesson Planning and Learning Activity Development 2002 – published in Training Manual for Commission on POST Institute of Criminal Investigations, Instructor Course

2015 Cope and Gray, Co-authored article titled “Meeting Your Training Needs Simply and Effectively,” published in the July 2015 issue of California Peace Officers’ Association magazine.

2015 Gray, Michael, “Is Law Enforcement Training Affective Enough?” published November 2015 issue, Police Chief magazine.

2017 Gray, Michael, “Procedural Justice Framework as a Leadership Model,” published in the quarterly newsletter for the International Association of Directors of Law Enforcement Standards and Training, April 2017.

Cope and Gray, Co-authored, “A Practitioner’s Guide to the Documentation of the Use of Force – 2017,” published in Illinois Enforcement Training and Standards Board, Executive Institute, Law Enforcement Executive Forum, Vol. 17, No 2. October 2017.

**AWARDS**

The Silver Medal for Meritorious Conduct – Los Angeles County Sheriff's Department – 1993  
Five written commendations during active law enforcement career  
California POST Institute of Criminal Investigation Instructional Excellence Award for the year – 2005  
California POST Institute of Criminal Investigation Founders Award for Leadership in Instructional Excellence – 2009  
California POST "Lifetime Achievement" award – 2011

**ASSOCIATIONS**

Member – International Association of Chiefs of Police  
Member – International Association of Law Enforcement Academy Directors  
Member – FBI-LEEDA  
Member – Master Instructor Development Program Association  
Member – Association for Talent Development  
Member – California Police Officers Association  
Member – Founding member of Women Leaders in Law Enforcement, San Diego Chapter.

**CONSULTING**

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|-----------|--|------------------------|
| <b>1.</b> | <b>Vehicle Theft Telecourse Development</b><br>Development of a POST Telecourse to train patrol and detectives in procedures and processes of vehicle theft investigations.  | <b>1996</b>            |
| <b>2.</b> | <b>Institute of Criminal Investigation (ICI)</b><br>ICI Instructors Training for Trainers Course, Instruct new trainers in instructional methodology on classroom presentation, facilitation, learning activity development, safety planning, course design and POST procedures. | <b>1997 to Present</b> |
| <b>3.</b> | <b>Master Instructor Development Program (MIDP)</b><br>Reviewed, designed and redesigned portions of the MIDP for the training and development of law enforcement trainers. Developed Lesson Plans for the program and updated on a yearly basis.                                | <b>2000 - 2007</b>     |

- 4. Institute of Criminal Investigations (ICI) 2001 - present**  
Review curriculum, write curriculum and implement the ICI Identity Theft Investigations course. Made recommendations for investigative procedures related to investigations. Taught investigative procedures to Identity Theft and Financial Crimes Investigators.
- 5. Institute of Criminal Investigations (ICI) 2001 - 2002**  
Review curriculum, write curriculum and implement the ICI Hate Crimes Investigations course. Made recommendations for investigative procedures related to investigations. Course certified by POST.
- 6. POST Homicide Investigators Attributes Meeting 2004**  
Committee to study and document the attributes of the Criminal Homicide Investigator. Details of study used in POST work for update of Homicide course and creation of Advanced Homicide course
- 7. POST Advanced Homicide Course Scenarios 2004**  
Committee to create curriculum for the POST Advanced Homicide course. Wrote curriculum, scenarios, learning activities and all documents related to this POST certified course.
- 8. POST Advanced Homicide Course Pilot 2005**  
Reviewed course pilot, reviewed investigative techniques, processes for investigations, reviewed and evaluated trainer performance, student performance and wrote recommendations for changes – adopted by POST in re-certification of the course.
- 9. POST Master Instructor Planning Committee 2005**  
Committee to review, update and plan new material for the POST Master Instructor Program. Revisions/changes were adopted by POST.
- 10. POST Master Instructor Update Conference 2006**  
Committee to plan and present a conference for POST Master Instructors in training and development updates. Conference presented with POST certification.



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| 11. | <b>POST VICE Curriculum Development Update</b><br>Review of VICE course, interview of instructors, curriculum update and production of new/updated VICE course instructional guidebook. Adopted and certified by POST. | 2006           |
| 12. | <b>POST ICI Presenters Meetings</b><br>Participation on committee of ICI course presenters which regularly review content and process for the presentation of ICI courses.   | 2006 – Present |
| 13. | <b>POST Law Enforcement Conference</b><br>Committee planning and execution of the annual POST law enforcement conference for trainers/instructors.   | 2006           |
| 14. | <b>POST Instructor Standards Advisory Committee</b><br>Member of Committee which reviews, determines new standards for law enforcement instructors in California and makes recommendations to the Commission on POST.  | 2006 – Present |
| 15. | <b>POST Instructor Symposium Committee</b><br>Head and direct the committee which gives recommendations on the presentation of the annual Instructor Symposium for California law enforcement.                         | 2006 – 2016    |
| 16. | <b>POST Instructor Development Institute (IDI)</b><br>Committee to create the POST Instructor Development Institute which was adopted by POST with courses presented by GTA.   | 2006 – Present |
| 17. | <b>POST Detective Symposium Committee</b><br>Member of committee which reviews and determines best practices and training for annual POST Detective Symposium.   | 2008 – 2012    |
| 18. | <b>POST ICI Real Estate Fraud Curriculum Development</b><br>Facilitated committee and wrote curriculum in the development of the ICI Real Estate Fraud Investigations Course. Course certified by POST.                | 2008           |

- 19. POST IDI Special Instructor Development Course 2008**  
Committee to create and present the course for POST.  
Certified in 2008 and presented 2008-2010.
- 20. Institute of Criminal Investigation (ICI) 2009 - 2010**  
ICI Instructors Training for Trainers Course,  
Headed and directed the re-design of this POST  
course to meet the needs of the trainee. All  
changes adopted and certified by POST.
- 21. Institute of Criminal Investigations (ICI) 2009**  
Committee review and recommendations and  
oversight in the development and writing of  
curriculum in the for the ICI Technology in Investigations  
Course. Course was certified by POST.
- 22. POST Strategic Planning Steering Committee 2009**  
Facilitated meetings for the POST committee's  
study of future direction and organizational  
objectives for the Commission on POST.
- 23. POST Training Managers Committee 2010**  
Committee member reviewing and discussing  
current trends of training and instruction for training  
managers within the law enforcement community.  
Recommendations given to POST Staff.
- 24. POST Quality Assessment Committee 2011 – 2012**  
Committee to study, review and make  
recommendations to POST regarding the development  
of standardized assessments across all POST training  
programs. Participated in multiple meetings and review  
of instruments to evaluate law enforcement instructors  
and training programs.
- 25. POST Management Course Update 2013 – Present**  
Committee to review, update and create new  
curriculum for the Management (lieutenants) course.  
Recommendations being presented to POST on ongoing basis.

- 26. Traffic Collision Investigations 2013 – 2015**  
Work with Traffic Collision subject matter experts on the design of a Traffic Collision Institute. Review and provide training Recommendations and implementation processes. Provide executive level review of curriculum, outlines and all content regarding six levels of training courses.
- 27. POST Institute of Instructor Development 4/2014 – 2017**  
Committee member and presenter for the Academy Instructor Certification Course update and creation of Training for AICC Trainers course. Committee conducted the review and update for the standardization of this instructor course that affects all law enforcement academy instructors – ongoing.
- 28. Instructor Development Symposium 2007 – 2014**  
Planning and implementation of a law enforcement training program for 420 law enforcement trainers from throughout California.
- 29. POST “Edge of Chaos: Response to Critical Incidents” 8/2014 – 2016**  
Review, provide training recommendations, present and prepare for certification of the pilot program of Critical Incident Response. Provide input and recommendations to committee in the development of the program. Provide consultation and recommendations to the Commission on POST for implementation of training curriculum for this program – ongoing.
- 30. POST ICI Officer Involved Shooting (OIS) Course Update 10/2015**  
Committee member and training Subject Matter Expert for the POST ICI OIS course update. Review and update of curriculum, review and update of training methods and provide input on current methods of training in this area.
- 31. POST Officer Involved Shooting Investigations 01/2016**  
Attended 40-hour POST ICI OIS course presented by Mira Mar College, San Diego. Viewed course content and Instructors to evaluate for inclusion into SDRTC ICI Course menu.

- 32. POST Officer Involved Shooting Investigations 01/2016**  
Oversaw the development of the CA POST Officer Involved Shooting Investigations course, worked with coordinator's, Attorney's and wrote/re-wrote curriculum to update this forty-hour course. Applied for and was granted certification of this course from POST. First offering of course was presented August 2016 by the Regional Training Center in Orange County, CA.
- 33. Federal Department of Justice - Civil Rights Division 07/2016 – 09/2016**  
Contracted to review training processes and procedures at the Chicago Police Department. Reviewed training on the Use of Force, Academy Training, In-Service Training, Tactics and Firearms. Authored a 17-page report to the USDOJ on my review and findings on Use of Force, training within the academy, in-service training, tactics and firearms and a summation on the review of numerous videos, training materials, FTO materials and interviews with personnel in the department as well as my observations during two patrol "ride-alongs".
- 34. California Commission on POST – De-escalation Project. 2019 - 2020**  
Contract with POST to oversee and administer a de-escalation summit of top law enforcement professionals from around the country and create a publication on de-escalation for dissemination to California law enforcement and other states upon request. Publication released in August 2020.
- 35. City of Imperial Beach – Consultant August 2020  
Sept 2020**  
Work with City Manager on Ad Hoc Committee on the current state of affairs with Sheriff's contract for services. Review Use of Force reports and documents, RIPA stats and other pertinent documents in relation to police services for the City of Imperial Beach CA.
- 36. Regional Training Center – Executive Director 2019 - 2021**  
Oversee and manage multiple traffic investigation courses presented by the RTC to include Basic Investigations, Intermediate Investigations, Advanced and Reconstruction.

**LAW ENFORCEMENT TRAINING**

LASO JAIL OPERATIONS	04/1984
LASO BASIC ACADEMY	08/1984
LASO LASER FIREARMS TRAINING	05/1987
LASO ADVANCED OFFICER COURSE (FOSD)	06/1987
LASO INTOXILYZER BREATH MACHINE	08/1987
LASO LASER FIREARMS TRAINING - II	08/1987
LASO DRUG ALCOHOL RECOGNITION TRNG	02/1988
LASO DRIVER TRAINING	03/1988
LASO RADAR OPERATOR TRAINING	03/1988
LASO TRAFFIC ACCIDENT INVESTIGATION	04/1988
LASO COMMERCIAL VEHICLE ENFORCEMENT	09/1988
LASO HAZARDOUS MATERIALS TRANSP ENF	09/1988
LASO ADVANCED OFFICER COURSE	02/1989
LASO FIELD TRAINING OFFICER	11/1989
LASO CRIMINAL INVESTIGATION I	03/1990
LASO MISSING PERSONS/RUNAWAYS	10/1990
CSU-SN JOS SEXUAL ASSAULT INVESTIGATION	06/1991
LASO LASER FIREARMS TRNG-II, UPDATE	06/1991
LASO ADVANCED OFFICER COURSE	08/1991
LASO GANGS AND SUBCULTURES UPDATE	08/1991
CSU-SN JOS ROBBERY INVESTIGATION	10/1991
POST TELECON-LEGISLATIVE UPDATE	04/1992
LASO DRIVER TRAINING (EVOC) UPDATE	08/1992
LASO LASER FIREARMS TRAINING UPDATE	03/1993
CHP VEHICLE THEFT INVESTIGATION	05/1993
LASO SKILLS & KNOWLEDGE MODULAR TRN	09/1993
LASO SKILLS & KNOWLEDGE MODULAR TRN	09/1993
LASO SKILLS & KNOWLEDGE MODULAR TRN	11/1993

LASO ANALYTIC INTERVIEWING	12/1993
LASO FIREARMS/TACTICAL RIFLE	09/1994
LASO SKILLS & KNOWLEDGE MODULAR TRN	12/1994
LASO SKILLS & KNOWLEDGE MODULAR TRN	08/1995
LAPD S&K-PREV. SEXUAL HARASSMENT	09/1995
CSU-SN JOS FRAUD/FORGERY INV-BASIC (ICI)	01/1996
LASO ADVANCED OFFICER COURSE	01/1996
LASO SEXUAL HARASSMENT	01/1996
LASO S&K-CULTURAL DIVERSITY PART I	01/1996
LASO S&K-CULTURAL DIVERSITY PART II	02/1996
LASO S&K-FORCE TRAINING PART II	05/1996
LASO S&K-CODE 3 PURSUIT DRIVING	09/1996
POST MASTER INSTRUCTOR CLASS #6	09/1996
POST MASTER INSTRUCTOR DEVELOP PRGM	11/1996
LASO LASER FIREARMS TRAINING UPDATE	12/1996
POST MASTER INSTRUCTOR DEVELOPMNT 6	01/1997
LASO S&K-FORCE TRAINING PART III	04/1997
POST MASTER INSTRUCTOR DEV. PROGRAM	04/1997
POST TRAINING SEMINAR	06/1997
POST MSTR. INSTR. DEV. CLASS #6	07/1997
M TOLERANCE CULT. DIV.-TOOLS FOR TOLERANCE	11/1998
POST SUPERVISION COURSE INSTRUCTORS	04/1999
LASO DRIVER TRAINING (EVOC) UPDATE	05/1999
POST LAW ENF RESP TO WEAP OF MASS	02/2002
POST LAW ENF RESP TO WEAPS OF MASS	02/2002
D-PREP TERRORISM L.E. RESP. SUPR/MGR	08/2002
HAYWARD PD EFF. EXECUTIVE COMMUNICATIONS	02/2014
LAW ENFORCEMENT RESPONSE TO TERRORISM	02/2015
POST/DOJ PRINCIPLED BASED POLICING COURSE	09/2016

POST ONLINE COURSE (COMMUNICATION)	01/2017
POST ONLINE COURSE (SEARCH WARRANT FUND)	01/2017
POST ONLINE COURSE (TARGET YOUR TEACHING)	01/2017

**WORKSHOPS/MEETINGS ATTENDED/TRAINING CONDUCTED**

POST VEHICLE THEFT TELECOURSE WKSP	02/1996
POST VEHICLE THEFT TELECOURSE WKSP	04/1996
POST VEHICLE THEFT TELECOURSE	06/1996
POST ICI INSTRUCTOR UPDATE WKSP #1	09/1997
POST ICI INSTRUCTORS UPDATE WKSP M1	11/1997
POST ICI INSTRUCTORS UPDTE WKKSP M2	12/1997
POST ICI INSTRUCTOR UPDATE WKSP	03/1998
POST ICI INSTRUCTORS WKSP #22, A	04/1998
POST ICI INSTRUCTORS WORKSHOP #23	10/1998
POST ICI INSTRUCTORS WKSP #24 PARTI	11/1998
POST MASTER INSTRUCTOR PRGRM #10	02/1999
POST MASTER INSTRUCTOR REVIEW MTG	02/1999
POST MIDP UPDATE CONFERENCE	06/1999
POST SUPERV. COURSE INSTRUCTOR TRNG.	06/1999
POST MIDP CLASS #10M VALIDATION WKS	07/1999
POST MASTER INSTRUCTOR CLASS	10/1999
POST MASTER INSTR. DEV. PROGRAM	11/2000
POST ICI IDNETIFY THEFT CURR. WKSHP	12/2000
POST ICI INSTR. WORKSHOP CLASS 33	01/2001
POST MIDP CLASS 13	01/2001
POST ICI INSTR. WORKSHOP CLASS 33	02/2001
POST ICI INSTR. WORKSHOP CLASS 34	03/2001
POST PLANNING MEETING FOR MASTER IN	03/2001
POST ICI THEFT CURRICULUM WORKSHOP	04/2001
POST MIDP DIMENSIONS VALIDATION WRK	05/2001

POST MIDP UPD CONFERENCE	06/2001
POST ICI INSTR. WORKSHOP	07/2001
POST MASTER INSTR DEV PROG (MIDP) V	08/2001
POST MIDP CURRICULUM REVIEW MTG	09/2001
POST ICI INSTRUCTOR CLASS #36	10/2001
POST MAST INST DEV PROG (MIDP) DIM	04/2002
SDRTC IDENTITY THEFT INVEST-ICI	06/2002
POST MIDP PROJECT VALIDATION WKSHOP	08/2002
SDRTC IDENTITY THEFT INVEST-ICI	08/2002
POST MASTER INST. DEV PROG (MIDP)	11/2002
POST MIDP LEARNING CONTRACT WKSHOP	11/2003
POST MASTER INST DEV PROG UPD CONF	01/2004
POST MIDP CORE COURSE	03/2004
POST MIDP DIMENSIONS WORKSHOP	04/2004
POST MIDP LEARNING CONTRACT WKSHOP	04/2004
POST ICI ADV HOM INV COURSE CURR MT	07/2004
POST MIDP FINAL VALID WKSHOP	07/2004
POST ICI HOMICIDE INV ATTRIBUTES MT	08/2004
POST MIDP CLASS 16 GRADUATION	10/2004
POST ICI ADV HOMICIDE COURSE SCEN	10/2004
POST ADVANCED HOMICIDE SCENARIO	12/2004
POST ADVANCED HOMICIDE SCENARIOS	01/2005
POST MIDP FINAL VALIDATION WKSHOP	01/2005
POST ICI ADVANCED HOM COURSE CURR	02/2005
POST MIDP CORE COURSE	03/2005
POST MIDP #19 LEARNING CONT WKSHOP	04/2005
POST ICI ADV HOM INV COURSE PRE-PIL	05/2005
POST ICI ADVANCED HOM INV COURSE	06/2005
POST ADV HOM INV COURSE INST./ACT	07/2005



POST ID THEFT COURSE ALIG MTG	08/2005
POST ADV. HOMICIDE INV COURSE INST	09/2005
POST MIDP CLASS #20 CORE COURSE	10/2005
POST MIDP STAFF MEETING	10/2005
POST MIDP CONTRACTS WKSHOP	11/2005
POST ICI ADVISORY COUNCIL	12/2005
POST MIDP CONF PLANNING COMM MTG	12/2005
POST ICI ADV HOMICIDE INV COURSE SC	12/2005
POST ISAC	02/2006
POST MIDP CLASS #21 CORE COURSE-BEG	04/2006
POST MIDP LEARNING CONT WKSHOP	05/2006
POST MIDP UPDATE CONFERENCE	06/2006
POST ICI INST UPD SYMPOSIUM	06/2006
POST MIDP-TTP VALIDATION	08/2006
POST ICI CORE COURSE PRESENT & COOR	09/2006
POST VICE CURRICULUM UPDATE	10/2006
POST ICI CORE COURSE MEETING	11/2006
POST PLANNING THE 2007 POST LAW ENF	12/2006
POST HUMAN TRAFFICKING COURSE DEV.	02/2007
POST ISAC MTG.	02/2007
POST INSTRUCTOR SYMPOSIUM MTG.	02/2007
POST JOB ANALYSIS USUABILITY MTG.	03/2007
POST INSTRUCTOR DEV. INSTITUTE	04/2007
POST ICI DETECTIVE SYMPOSIUM	05/2007
POST ADV. HOMICIDE INV-TELECOURSE WKSHOP	08/2007
POST MIDP-TTP VALIDATION	08/2007
POST ISAC MTG.	09/2007
POST ICI ADVISORY COUNCIL MTG.	09/2007
POST ICI PRESENTERS MTG.	09/2007

POST ADV. HOMICIDE INVES-TELECOURSE WKSHP	09/2007
POST INST. DEV. SYMPOSIUM MEETING	10/2007
POST MIDP-GRADUATION	11/2007
SDRTC ICI/IDI-SPECIAL INSTRUCTOR DEV.	01/2008
POST REAL ESTATE FRAUD CURR. DEV. WKSHOP	04/2008
SDRTC IDI-ADVANCED INSTRUCTOR, PHASE I	04/2008
POST REAL ESTATE FRAUD CURR. DEV. WKSHOP	06/2008
POST ISAC MTG.	08/2008
CSU-SN JOS ICI DETECTIVE SYMPOSIUM	04/2009
POST ICI PRESENTER/COORDINATOR MTG.	04/2009
SDRTC ICI INSTRUCTOR DEVELOPMENT SYMPOSIUM	05/2009
SDRTC INSTRUCTOR DEVELOPMENT SYMPOSIUM	05/2009
SDRTC IDI-LEADERSHIP AND MENTORING FOR INST	11/2009
SDRTC IDI-MASTER INSTRUCTOR CERTIFICATION	11/2009
SDRTC IDI-LEADERSHIP AND MENTORING FOR INST	12/2009
POST STRATEGIC PLAN	12/2009
POST ICI TECH. FOR INV. COURSE DEV.	03/2010
CSU-SN JOS ICI DETECTIVE SYMPOSIUM	04/2010
POST TRNG. MANAGERS COURSE REVIEW	10/2010
CSU-SAC COURSE ADMINISTRATOR TRAINING (ICI)	01/2011
POST QUALITY ASSESSMENT WORKSHOP	03/2011
LAPD ICI DETECTIVE SYMPOSIUM	04/2011
POST QUALITY ASSESSMENT WORKSHOP	04/2011
POST ICI PLANNING MEETING	10/2011
POST QUALITY ASSESSMENT WORKSHOP	01/2012
POST ICI CORE PRESENTER WORKSHOP	08/2013
POST ISAC WORKSHOP	09/2013
POST MANAGEMENT UPDATE-SME	11/2013
POST ISAC WORKSHOP	12/2013

POST MANAGEMENT COURSE UPDATE MEETING	02/2014
POST ISAC WORKSHOP	04/2014
IDI AICC INSTRUCTORS TRAINING FOR TRAINERS	06/2014
IDI AICC INSTRUCTORS TRAINING FOR TRAINERS	07/2014
ICI CORE COURSE COORDINATOR LEAD INSTRUC.	01/2015
RECORDS COURSE SUPERVISORY UPDATE	03/2015
HOMELAND SECURITY MGT COURSE UPDATE	06/2015
ICI PROGRAM MANAGEMENT BUDGET MEETING	07/2015
POST ISAC WORKSHOP	07/2015
ICI OIS COURSE UPDATE MEETING	10/2015
POST IDI PRESENTERS MEETING	10/2015
ICI OIS COURSE UPDATE MEETING	10/2015
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